HQDA
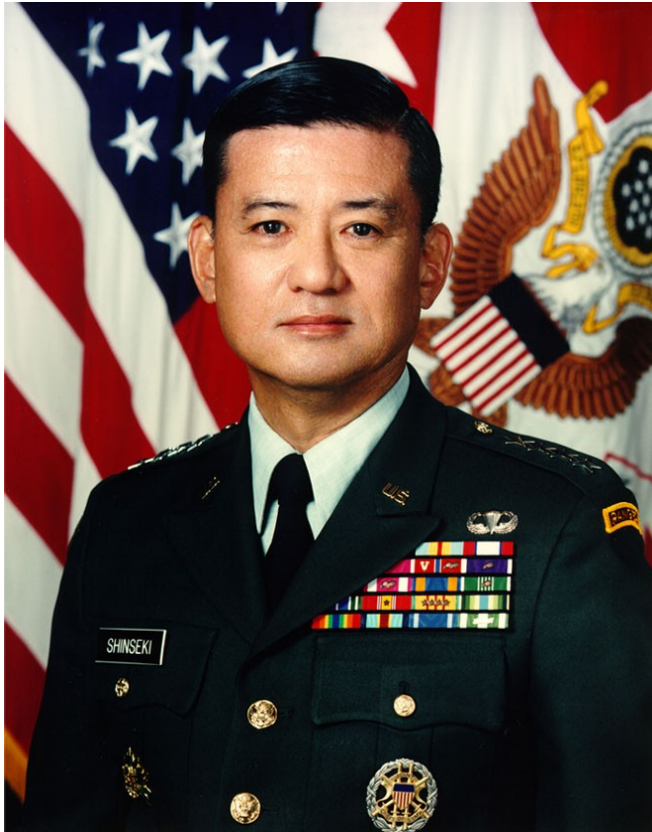
RCDMOSQ READINESS

CAMPAIGN PLAN

RESERVE COMPONENT GENERAL OFFICER CONFERENCE

3 FEB 03

FT. MONROE, VA

"Every day in The Army we do two things: we <u>train</u> soldiers and we grow them into <u>leaders</u>. All of our missions are subordinate to that imperative...."

Excerpts from a speech given by CSA Eric K. Shinseki at the AUSA Annual Meeting, 17 October 2000

PURPOSE

TO PROVIDE A BRIEFING DETAILING THE ARMY'S DMOSQ CAMPAIGN PLAN IN SUPPORT OF THE GWOT.

AGENDA_

- *PRIORITY*

- *INTENT*

- *POLICY AND GUIDANCE*

- *CONCEPT OF OPERATIONS*

- *RESOURCING*

- *SUMMARY*

PRIORITY

DMOSQ IS ONE OF NINE

CHIEF OF STAFF OF THE ARMY

TOP AC/RC INITIATIVES

AC/RC INTEGRATION COUNCIL OF COLONELS 31 JAN 0

INTENT

SOLDIERS AND UNITS TRAINED AND READY

MAXIMIZE EVERY TRAINING DOLLAR

POLICY AND GUIDANCE

- **WEEKLY G3 UPDATES FROM ASPB**

- **IMPLEMENT RCDMOSQ TIGER TEAM COA: TASS BNS "2 plus 2s"**

- **PRIORITIZE INDIVIDUAL OVER COLLECTIVE TRAINING**

- **RECLASSIFY SOLDIERS UPON MOBILIZATION**

- **CONPLAN RECLASS, IET, AND IRR REQUIREMENTS - TRAIN PRIORITY MOSs FIRST**

- **FILL THE UNUSED IET CAPACITY IN TRADOC – MOVE RECRUITS FORWARD**

- **MOBILIZE RC INSTRUCTORS FOR IRR, RECLASS, AND IET NEEDS**

- **CONDUCT MOBTRAPS FOR SPECIFIC, IMMEDIATE NEEDS**

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COORDINATION / STAFFING

- **ADJUSTMENTS MADE BASED UPON WEEKLY ASPB UPDATES**

- **RCDMOSQ TIGER TEAM**
  - **HQDA G3 – LEAD**
  - **ASA(M&RA)**
  - **DAMO-OD**
  - **G1**
  - **ABO**
  - **TRADOC**
  - **FORSCOM**
  - **NGB**
  - **OCAR**

CONCEPT OF OPERATIONS 1 of 2

- ON ORDER, EXECUTE TRADOC IET TRAINING BASE EXPANSION (TBE) PLAN

- 19 DEC 02 OTJAG OPINION: USE DUICs TO MOBILIZE NON-MOSQ SOLDIERS FROM UNITS TARGETED FOR MOBILIZATION

- INCREASE SELECTED AIT STARTS FROM OPTIMAL TO MAX POI

- STAFF AR 600-9 STANDARDS A GRADUATION REQUIREMENT FOR MOS RECLASSIFICATION TRAINING

- ACCELERATE ASSIGNMENT ORIENTED TRAINING (AOT)

- REPROGRAM RC TRAINING FUNDS FOR AC USE FOR MOB'ED RC SOLDIERS

- REALIGN AC MTSA (Military Training Specific Allotment) FUNDS IF THEY BECOME UNEXECUTABLE DUE TO GWOT DEPLOYMENTS

- ABO PROVIDE FUNDING TO SEND MOBILIZED RC SOLDIERS TO TRAINING
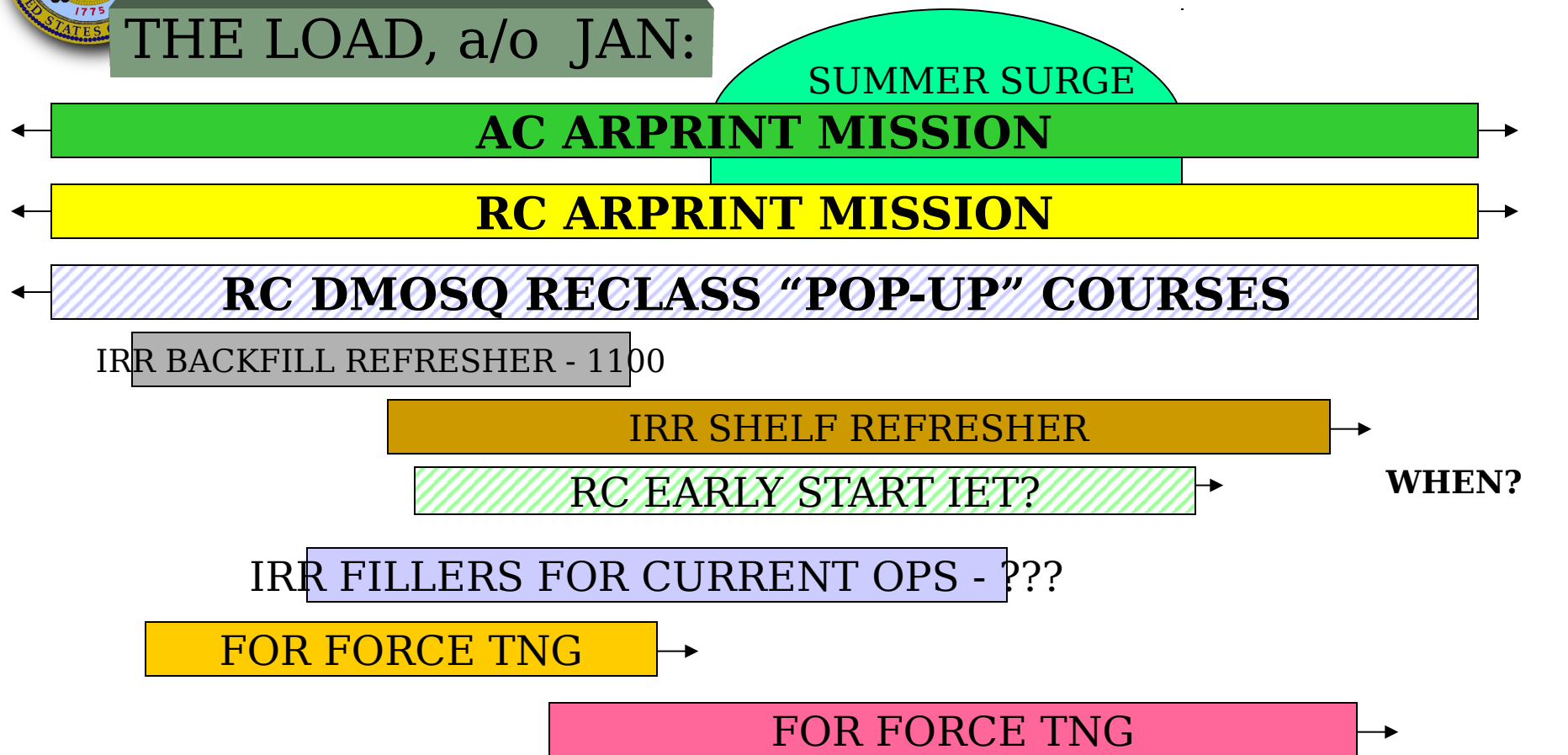
DAMO-TR

CONCEPT OF OPERATIONS 2 of 2

- AS NECESSARY, USE TASS BATTALION "2 plus 2s"

- CONDUCT ADDITIONAL SHIFTS ON SELECTED MOSs

- USE ACCELERATED POIs IN SUPPORT OF CONPLAN (10HRS/DAY, 6 DAYS PER WEEK FOR CORE TRAINING REQUIREMENTS)

- EXPAND USE OF CONTRACTED INSTRUCTORS AS APPROPRIATE

- EXECUTE IN-UNIT TRAINING PILOT UPON HQDA APPROVAL (TATS-C POIs) (OVERSIGHT AND TESTING BY RTIs and DIV(IT)s)

- UTILIZE SECTION 12301, TITLE 10, U.S.C. (SHIP RECRUITS FROM 1 TO 270 DAYS OF ENLISTMENT)

- FULLY UTILIZE EXISTING TRADOC AND TASS CAPACITY

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TRAINING BASE EXPANSION LOADS

ARMY G3

THE LOAD, a/o JAN:

SUMMER SURGE

AC ARPRINT MISSION →

← **RC ARPRINT MISSION** →

← **RC DMOSQ RECLASS "POP-UP" COURSES**

IRR BACKFILL REFRESHER - 1100

IRR SHELF REFRESHER →

RC EARLY START IET? → **WHEN?**

IRR FILLERS FOR CURRENT OPS - ???

FOR FORCE TNG →

FOR FORCE TNG →

| JAN | FEB | MAR | APR | MAY | JUN | JUL | AUG |

SOLID = KNOWN MISSIONS, UNK DURATIONS

HATCHED = UNKNOWN QUANTITIES / ABILITY TO TRAIN

CONCEPT OF OPERATIONS (MID-TERM)

- **ACCELERATE DL COURSEWARE CONVERSION**

- **REDUCE ATTRITION RATES IN SCHOOLS AND UNITS**
  - **REDUCE DISCHARGES FOR PRE-EXISTING MEDICAL CONDITIONS**
  - **BETTER CONDITIONED RECRUITS ENTERING BCT**
  - **RETAIN MORE PHASE 1 TO PHASE 2 RECRUITS**

- **IMPLEMENT YEAR-ROUND "2 PLUS 2" RECLASS COURSES**

- **AMEND SECTION 10147, TITLE 10 UNITED STATES CODE TO AUTHORIZE AN ADDITIONAL 90 DAYS OF ACTIVE DUTY FOR TRAINING**

- **ACHIEVE CSA's GOAL: 85% ASSIGNED DMOSQ BY END OF FY 05.**

- **IMPROVE ACCURACY OF REQUIREMENTS DURING THE STRUCTURE AND MANNING DECISION REVIEW (SMDR)**

- **FULLY UTILIZE EXISTING TRADOC AND TASS CAPACITY**

CONCEPT OF OPERATIONS (LONG TERM)

- MINIMIZE FORCE STRUCTURE CHANGES

- REDUCE ATTRITION RATES IN SCHOOLS AND UNITS

- TRAIN MORE OF THE REQUIREMENT

- INCREASE FUNDING FOR YEAR-ROUND "2 PLUS 2" RECLASS COURSES

- IMPROVE ACCURACY OF REQUIREMENTS DURING THE STRUCTURE AND
  MANNING DECISION REVIEW (SMDR)

- FULLY UTILIZE EXISTING TRADOC AND TASS CAPACITY

FUNDING

- **CASH FLOW**

- **SUPPLEMENTAL**

- **MIPR**

- **POM**

BACKUP

LEGISLATIVE PROPOSAL

PROPOSED LEGISLATIVE LANGUAGE: New subsection (c)   to Title 10 U.S.C., Chapter 1005, Section 10147:

"When a Selected Reserve member is assigned to an occupational specialty for which he or she is not qualified, an additional obligation of up to 90 days of active duty for training may be directed by the affected Service Component, with the consent of the Governors in the case of the National Guard, for the purpose of training."

INTENT: PROVIDE THE RC ANOTHER WAY TO ACHIEVE AND MAINTAIN DMOSQ READINESS LEVELS

STATUS: APPROVED BY SEC ARMY; FORWARDED TO OSD; GOAL IS TO HAVE TO OMB BY EARLY FEB AND TO CAPITAL HILL BY MARCH 3

Requirements Determination Process

Develop the Training Program

Determine
Force Structure Requirements
Manpower Needs by MOS
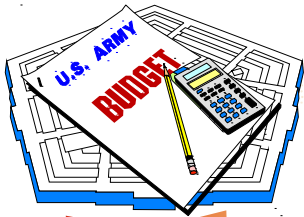**Other Training Requirements**

Adjusted By

Policy Changes
Resource Capabilities Constraints

Recorded By

Structure Manning Decision Review (SMDR)

Resource the Training Program

POM PROCESS

Training PEG

Validated By

ARPRINT POM Input Submission

Produces

EACH LEVEL MAKES DECISIONS THAT CHANGE THE MIX …..
IMPORTANT TO REMEMBER THAT THESE ARE DECISIONS
BASED UPON ANALYSIS OF REQUIREMENTS NOT RANDOM ADJUSTMENTS
… SOME DECISIONS EASIER TO EXPLAIN THAN OTHERS

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tutional Training validated at 80% across POM 04-09 … FY04 at 67% … Critical programs underfun

Training to Standard

- Ground Direct & Indirect cost factor increases not supported – Reduced buying power
- Initial entry training, leader development, and functional training remain critically underfunded.

Transforming the Army

- Special skill training new initiatives – AOT not funded
- Training development requirements for SBCT's, unit set fielding, and transformation not funded.

Training Initiatives

- Language proficiency training remains underfunded for 2L/2R standard
- Ft Rucker operations underfunded – impacts desired RL2 pilot proficiency
- MTSA – Continues to be underfunded

	FY04	FY05	FY06	FY07	FY08	FY09	FY04-09
POM 04-09 Reqt's	1,632,247	1,642,633	1,669,598	1,706,884	1,741,139	1,812,389	10,195,890
Current Funding	1,089,795	1,270,759	1,308,188	1,424,704	1,480,772	1,540,441	8,114,659
Delta	542,452	371,874	361,410	282,180	260,367	271,948	2,081,231
% Funded	67%	77%	78%	83%	85%	85%	80%

Marginally Successful in POM 0409

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What is Required for Success ??

Training to Standard

- Meet Schoolhouse OPTEMPO requirements
- Provide for officer, warrant officer and enlisted accession.
- Qualify soldiers in their branch and MOS to support DMOSQ.
- Prescribe leader development and promotion levels.

Transforming the Army

- Provide special skill training to meet specified operational needs -- AOT.
- Implement Institutional Digital Education Plan (IDEP)
- Set standards for Objective Force – combat systems, doctrine, and course developers.
- Support distance learning initiatives

Training Initiatives

- Increase Language Proficiency Standards to achieve 3L/3R level.
- Increase pilot proficiency training standard to RL2.
- MTSS – Continue test and identify savings.
- Embed funding impacts into student requirements determination process (SMDR)

Foundation for Life-Long Learning

Key Enabler for Unit Readiness

Framework for Developing Future Leaders and Critical Thinkers